



EXECUTIVE SUMMARY

SUSTAINABILITY REPORT 2021

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THE CREATION OF A BETTER FUTURE

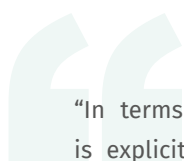
It is the BEL Group's ambition to consolidate the foundations necessary for the creation of a better future for future generations. We are aware of the social and environmental role and function of our companies.

MARCO BELO GALINHA

Chair of the Board of Directors



CHAIRMAN'S MESSAGE



"In terms of its mission, the BEL Group is explicitly committed to honouring and supporting human rights and guiding all its actions with respect for people and the environment.

This commitment intentionally pervades all Group companies, and is incorporated in their entire organisation. It is, however, more than a political commitment or mere "words on paper". It is part of our DNA. Putting it into practice implies the development of an institutional environment and culture governed by collaborative models of governance and in which the processes of due diligence are part of our ethos of accountability.

This Sustainability Report is part of this policy of effectively achieving the Sustainable Development Goals to which we are committed. By assessing risks, designing cooperative processes for the incorporation of best practices, establishing participation mechanisms that bring about a sense of shared responsibility among all, we accept the mission of integrating the results into the decision-making processes so that tomorrow we are better than today, in a

dynamic continuum of criticism and reflection. Growth, innovation, competence, confidence, sharing, responsibility, thoroughness, ethics, entrepreneurship, union, professionalism, competitiveness, transparency and integrity are more than words, but dimensions that we assume as inspiration for our companies and as the heritage of the BEL Group. They are what we are all about, and have been for over 20 years."

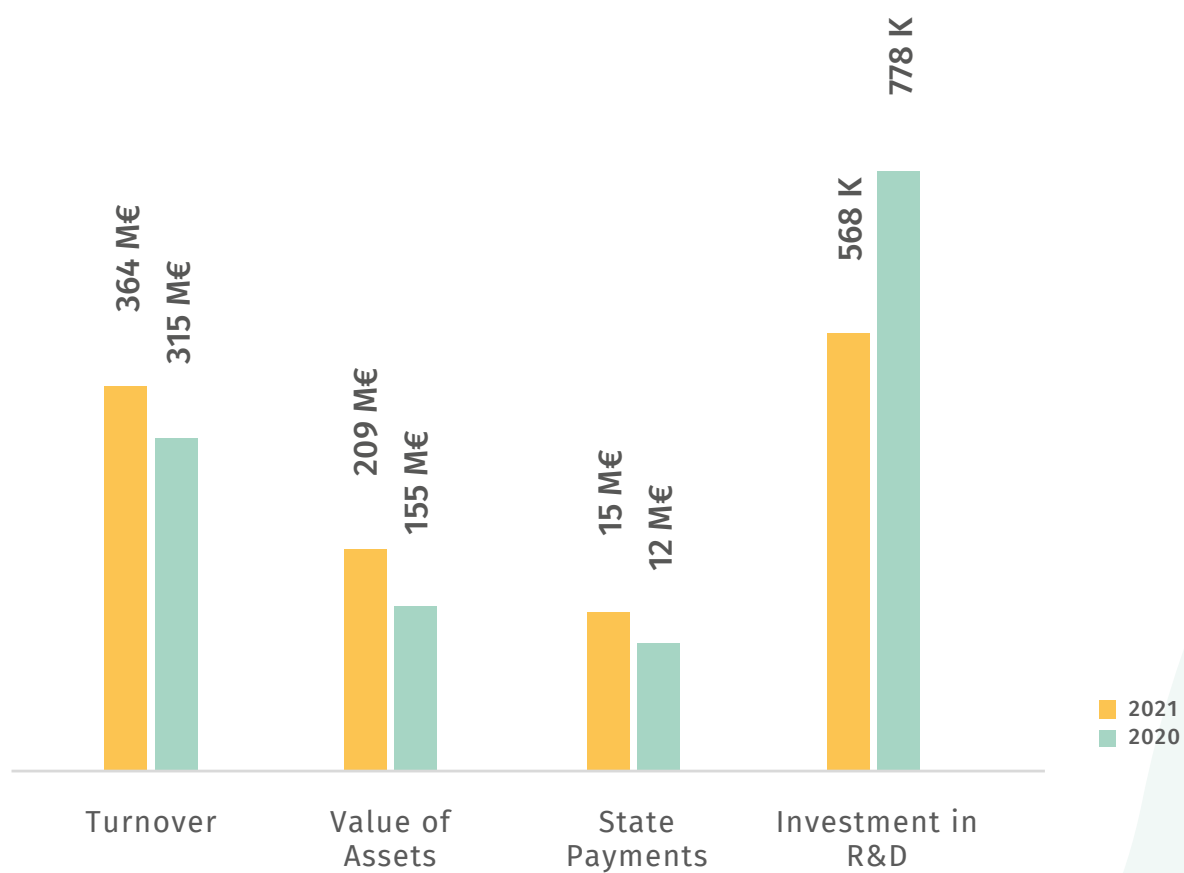


**WE BELIEVE THAT
THE FUTURE OF
GENERATIONS
IS INFLUENCED
BY HOW WE ACT
TODAY**



THE BEL GROUP

GENERAL DETAILS



GOVERNANCE

At the BEL Group, the relevance of sustainability issues — namely the social, environmental and economic aspects that impact the activities of our stakeholders — makes the management of these issues the direct responsibility of the Board of Directors in conjunction with the Advisory and Supervisory Board, the Ethics Committee and the Compliance Department.

In this way, the BEL Group not only takes on the purpose of governance for sustainability, but also includes the monitoring of policies and their implementation at top management level.

IMPLEMENTATION OF THE QUALITY MANAGEMENT SYSTEM

(NP EN ISO 9001: 2015)

The BEL Group, S.A. obtained the Certificate of Compliance of the standard NP EN ISO 9001: 2015 for its strategic management, human resources, accounting, infrastructure, IT and technology services activities. This certification represents our commitment to implementing a management model that would guarantee the quality of our services, in order to achieve high standards of efficiency and innovation.



GOVERNANCE MODEL

BOARD OF DIRECTORS

The Board of Directors has several non-executive members with a high level of knowledge and experience to monitor, assess and reflect on the management of the company and the implementation of actions with repercussions in the area of sustainability.

ADVISORY AND SUPERVISORY BOARD

The Advisory and Supervisory Board is both an umbrella body for knowledge and consultative reflection prior to decision-making processes and a body that evaluates the implementation of management policies in their compliance with the regulatory standards established in the Group.

SUSTAINABILITY COMMITTEE

The Board of Directors has formal responsibility for defining the sustainability strategy in the light of the analysis of the dimensions that most affect the development of the Group and all stakeholders.

ETHICS AND CONDUCT COMMITTEE

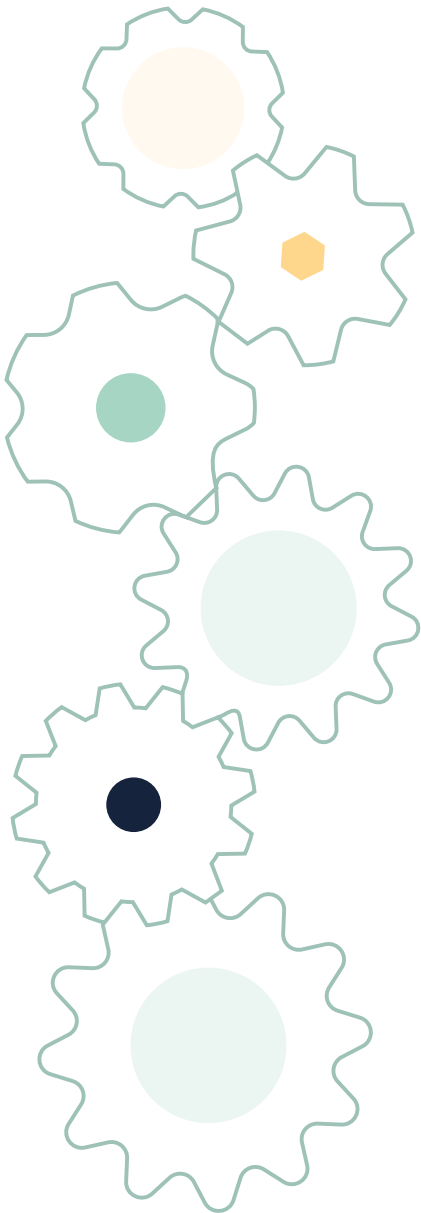
Structure for monitoring the implementation and supervision of compliance with the standards defined in the Code of Ethics and

FINANCIAL REPORTING

Adoption of transparent and accurate financial and non-financial reporting mechanisms, disclosed to stakeholders on a regular basis.

COMPLIANCE

Creation of an organic structure intended to reinforce the pre-existing program of ethical-normative compliance, namely with regard to the integration of measures stipulated in the recent National Anti-Corruption Mechanism and respective General Regime for the Prevention of



ENVIRONMENTAL

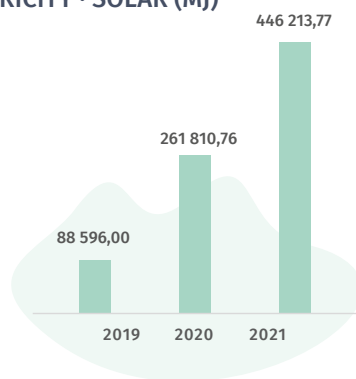
For the BEL Group, it is paramount to ensure a conscientious use of the resources of the present without compromising the ability of future generations to meet their own needs. This implies serious action, a strong disruption to what happens now, and a rigorous commitment to environmental issues.

PAPER TOTAL CONSUMPTION · INTERNAL AND INVOICING

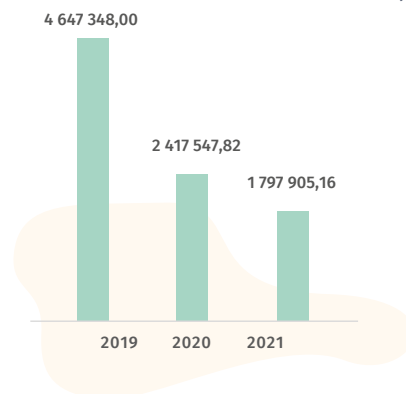
	2019	2020	2021	VAR
No. of sheets assigned	2 248 999	2 150 500	2 123 500	-1%
Total reams	4 498	4 301	4 247	-1%
Total equivalent trees	176	168	166	-1%

Note: Considered that 1 tree is equivalent \approx 25.59 reams of paper

ENERGY CONSUMPTION ELECTRICITY · SOLAR (MJ)

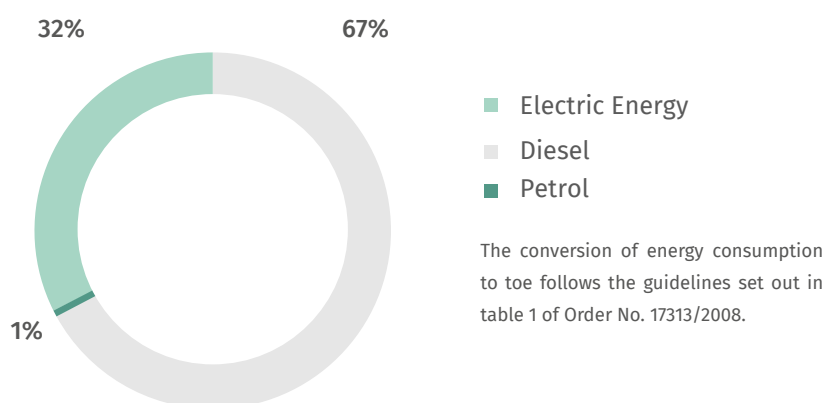


ELECTRICITY CONSUMPTION (MJ)

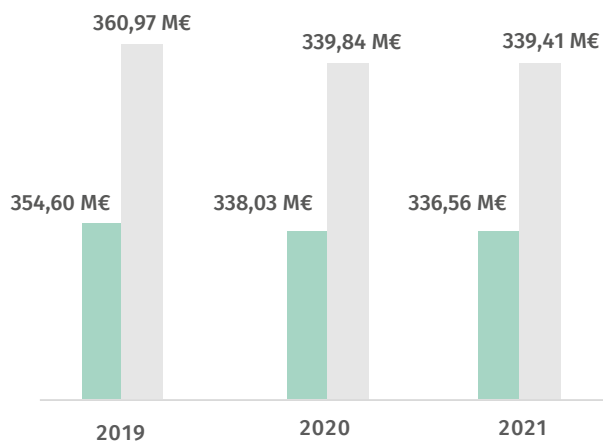


ENERGY INTENSITY

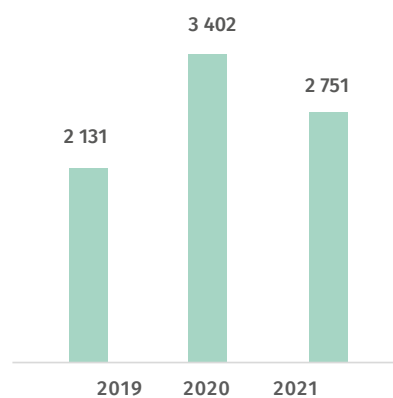
CONSUMPTION OF ENERGY RESOURCES 2021



EMISSIONS CO₂e (T)*



PUBLIC WATER (M³)



* GWP values were used to calculate CO₂e emissions — AR5 2021 and emission factors — GHG Emissions Calculation Tool, 2021.

SOCIAL

One of the pillars of our business performance is to guarantee an increasing trajectory in the quality of living standards, ensuring a balance between people and society.

TURNOVER RATE

2019	2020	2021	VAR
0,26	0,26	0,24	-10%

PARENTAL LEAVE BY GENDER

	WOMEN			MEN		
	2019	2020	2021	2019	2020	2021
Employees entitled to parental leave	5	2	2	12	14	14
Total number of employees who returned to work in the reporting period (after parental leave ended) ²	5	2	0	12	11	14
Total number of employees who returned to work during the reporting period (after parental leave ended) and were still employed 12 months after their return to work	5	2	0	12	10	14
Return to work rate	100%	100%	0%	100%	79%	100%
Retention rate	100%	100%	0%	100%	91%	100%

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

	2019	2020	2021	VAR
WOMEN	341	332	320	-3%
MEN	113	101	102	-11%
TOTAL	454	433	422	-5%

No. of employees
(excluding the Board of
Directors)

PARTNERSHIPS, SUPPORT AND SOCIAL DYNAMICS

PARTNERSHIPS



Planetiers



Girl Move Academy



Business Pact
Against Violence

SUPPORT



Batalha Aljubarrota
Foundation



Nova School of
Business & Economics
University



Social Supermarket
Penha de França

SOCIAL DYNAMICS



Instituto
s. João de Deus



Social Centre of the
São Silvestre do
Gradil Parish



Support Association
for Social Intervention
— More for Others



University of Lisbon
Hospital Centre



Association of the friends
of the English Cemetery
of Elvas



Association of Support
to Social Solidarity
Institutions



Ulme Social
Support Centre



University of
Coimbra Hospital
Centre



Ser Mulher
Association



Life and Peace
Community



FUNDAÇÃO
ALFREDO
DE SOUSA

SUSTAINABLE DEVELOPMENT GOALS

The BEL Group is aligned with the United Nations Agenda 2030 and part of its Sustainable Development Goals (SDGs), and remains committed to developing its activities to achieve the goals set out in each SDG.

We aim to address the SDGs in an integrated way, taking into account the expectations and concerns of our stakeholders.

1 ERADICATE POVERTY



2 ZERO HUNGER AND SUSTAINABLE AGRICULTURE



3 QUALITY HEALTH



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 DRINKING WATER AND SANITATION



7 CLEAN AND AFFORDABLE ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURES



10 REDUCE INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 PROTECTING EARTH LIFE



16 PEACE, JUSTICE AND EFFECTIVE INSTITUTIONS



17 PARTNERSHIPS AND MEANS OF IMPLEMENTATION



IMPORTANT PROJECTS

Research and Development is one of our most important pillars for sustainable and differentiating growth, helping to stimulate innovative solutions that generate new products and services, improve process productivity, or establish a technological edge over the competition.

ROBÔS MÓVEIS AUTÔNOMOS

A Active Space Technologies encontra-se a conceber, desenvolver, contruir, testar e validar robôs móveis autônomos para aplicações nas áreas de logística e desinfecção hospitalar, entre outros. A empresa está a explorar sistemas baseados em inteligência artificial para encontrar soluções flexíveis e inovadoras de navegação natural. No âmbito deste projeto, já foram submetidas duas patentes para proteger soluções tecnológicas inovadoras criadas pela empresa.



INNOVATION IN HEALTH

The Group is committed to developing technology and solutions for the healthcare sector, and the challenge is to come up with resources that will make it possible to combat the COVID-19 pandemic or other risks that are potentially harmful for our health. In this regard, a project is underway that involves robotic technology for the decontamination and disinfection of environments exposed to biological risks such as the SARS-CoV-2 virus, which represents an investment of great community importance in the current pandemic context and which will introduce a new paradigm in the area of hospital disinfection,

but with application beyond that domain: e.g. hotels, industries, offices, schools, homes, transports and public spaces, among others.

In partnership with another national body, the Group Bel - R&D is industrialising the ventilator developed by NASA.

The ventilator has two versions and the goal is to provide a robust



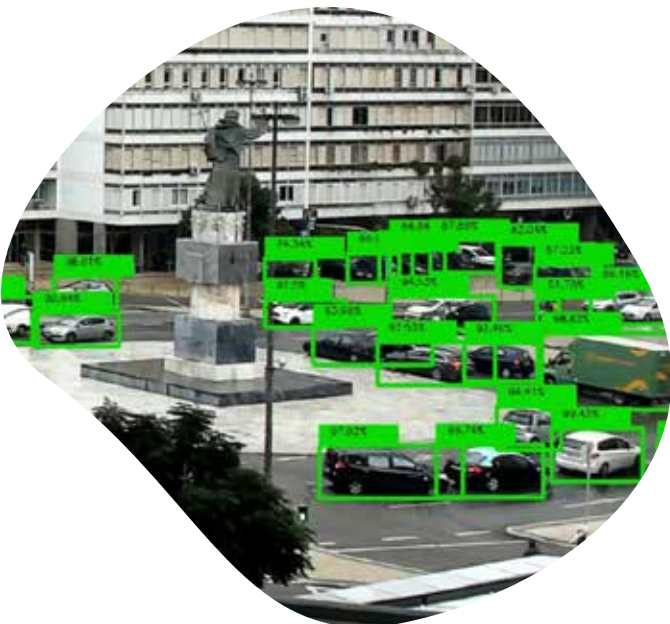
SMART CITIES

A smart, interconnected municipality is a municipality that lives closer to its inhabitants, reducing the bureaucratic barrier and making its entire operation more efficient and sustainable. Increasingly, urban planning actors for mobility seek flexible solutions

to optimise the capture and processing of high-value information in urban space management.

To address this market, BEL Group has developed its GeoC2 product for intelligent city management, addressing the needs of urban management, tourism operators, housing developments with easy-to-use visualisation, alarm systems, and operations management solutions.

One of the most interesting applications in the urban environment has been the real-time calculation of the CO₂ (and other greenhouse gas) footprint of an entire area of a city or segment of its economy (transport, cars, residents, etc.).



SMART INTERACTIVE CITIES

The instrumentation of cities, essential to create the electronic substrate that enables informed decision-making in the urban ecosystem, nowadays relies heavily on the installation of sensors with telemetry capabilities spread throughout the main areas of interest and activity in the city. These sensors represent a major investment in technology which, historically, has proven difficult to maintain and rapidly obsolescent. To address this problem, the BEL Group is introducing a new category of offer based on its GeoC2 solution, which allows the use of

geolocalised QR codes to replace expensive sensors, and enlist the help of the population in identifying the city's problems, while actively involving them in the decision-making process.

Learn about this project here!

inovaworks
COMMAND AND CONTROL

Powered by: **GeoC2**



REAL ESTATE

The BEL Group is expanding and consolidating, and has been promoting new real estate projects, contributing to urban development and the social fabric of communities. In the various projects underway, which have aspects of sustainability, the focus is polarised on such important dimensions as: the energy efficiency of buildings; the production of electricity from solar energy, which induces the

optimisation of mobility through electricity; the programmed use of the land and planning; efficient water management, namely through its recycling; the monitoring and protection of ecosystems; nature tourism and ecotourism.





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